INSPECTOR GENERAL

MAJ Xxxxx Xxxxxx

Deputy Inspector General

UNCLASSIFED

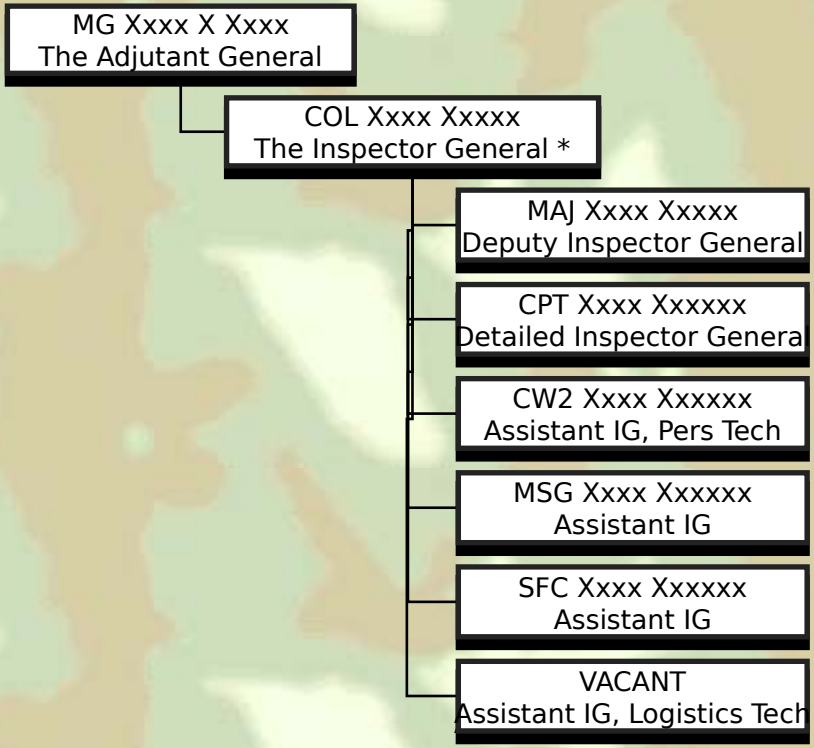
OUTLINE

- MISSION
- OFFICE ORGANIZATION
- FUNCTIONS OF THE IG OFFICE
- MENTAL HEALTH REFERALS
- ARMY COMMAND POLICY
- REPRISAL
- HOW TO KEEP THE IG AWAY
- QUESTIONS

MISSION

- FAIR AND IMPARTIAL FACT FINDER
- EYES AND EARS OF THE COMMANDER/TAG
- SUPPORTS ARMY AND AIR N.G.
- COMMAND’S INSPECTION EXPERT.

Office Organization



*** Regular Army Colonel serving as a Special Staff Officer to the Adjutant General**

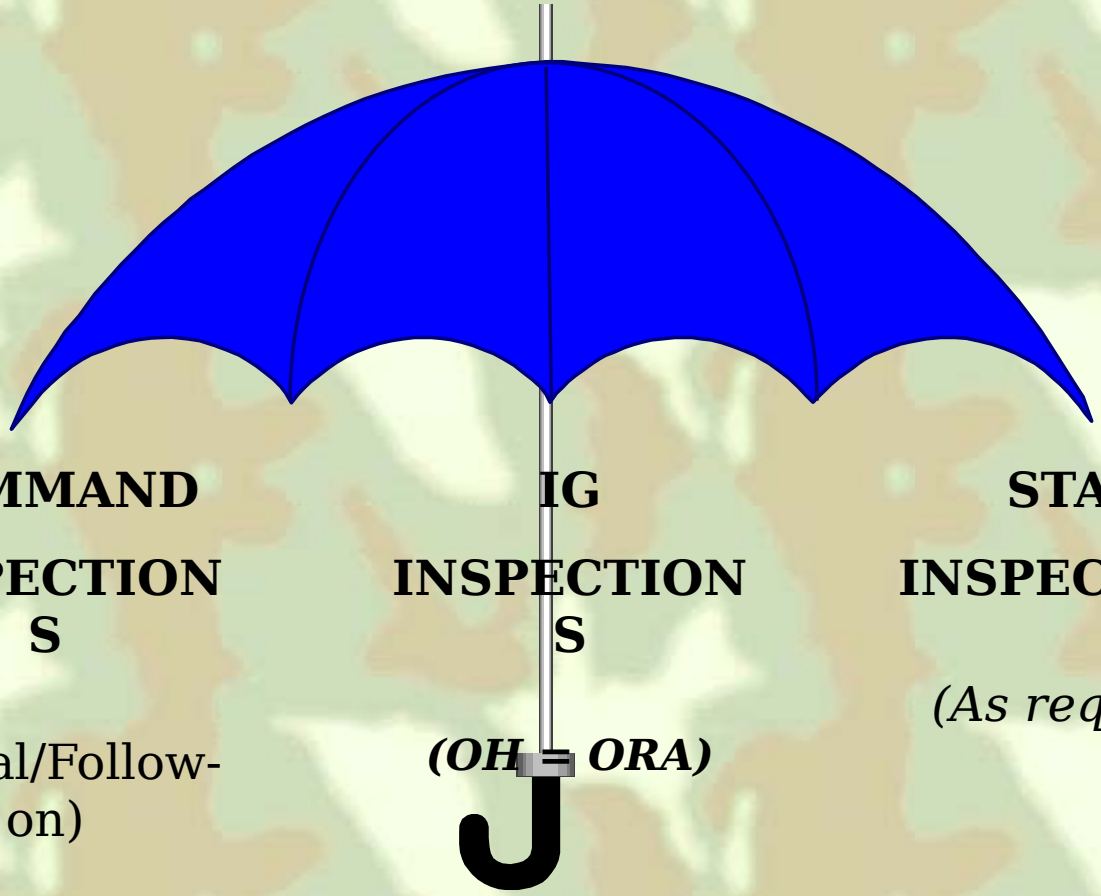
FUNCTIONS OF THE IG OFFICE

- ASSISTANCE
- INSPECTIONS
- TEACHING AND TRAINING
- INVESTIGATIONS AND INQUIRIES

*Assistance

- OFFICE PHONE # (###) 111-1234
- IG encourages soldiers to first discuss issues, allegations and complaints with their chain of command.
- IG limited to review if redress is available through other channels (UCMJ, Report of Survey, OER/NCOER, etc).

*Organizational Inspection Program



COMMAND INSPECTIONS

(Initial/Follow-on)

IG INSPECTIONS

(OH = ORA)

STAFF INSPECTIONS

(As required)

*Teaching and Training

- **SENIOR PERSONNEL**
- **THE BREADTH OF EXPERIENCE**
- **DIVERSITY**
- **EXPERTISE**
- **CROSS-FERTILIZATION**
- **MORE INFORMAION RESOURCES CAN BE FOUND AT https://XXXX.XXX.XX/IG/**

Mental Health Referrals

- Read DoD Directive 6490.1
  - http://www.dtic.mil/whs/directives/corres/html/64901.htm
- Read DoD Instruction 6490.4
  - http://www.dtic.mil/whs/directives/corres/html/64904.htm
- Call the IG and SJA for Guidance

Mental Health Referrals

- In most instances, a ***procedural error*** occurred that falls into one of the following three categories:

- 1. The referral letter was not signed by ***the commander*** IAW DoD Directive 6490.1. In most NG cases, a full time administrative or operations officer (AO) actually signed the referral, which violates the DoD Directive. The commander is the only one authorized to sign the referral memorandum.

- 2. In some cases, the referring commander failed to consult with a ***qualified mental health care provider***, as required by the Directive.

- 3. Finally, in some cases, the commander failed to provide ***written notice to the soldier***, explaining the reasons for the non-emergency MHE referral and the soldier's rights under DoD Directive 6490.1.

Army Command Policy

AR 600-20:

- Do’s and Don'ts
  - Exercising Military Authority (para 4-6)
- Open Door Policy
- Sexual Harassment and EEO Complaints (Chapter 6, 7, and Appendix E)
- Whistleblower Protection Act (para 5-12 and DoD Directive 7050.6)

REPRISAL

In the context of the Whistleblower Act:

- What is Reprisal?
- What is a Protected Communication?
- Avoiding Allegations of Reprisal

*What is Reprisal?

TAKING OR THREATENING TO TAKE AN UNFAVORABLE PERSONNEL ACTION

OR

WITHHOLDING OR THREATENING TO WITHHOLD A FAVORABLE PERSONNEL ACTION

FOR

MAKING OR PREPARING A PROTECTED COMMUNICATION

Protected Communication
First Category

Any **lawful communication that a complainant believes to be true to:**

- **Members of Congress**
- **Inspectors General**

- ***Regardless of subject***

Protected Communication Second Category

Lawful communications made to:

- **DoD audit, inspection, investigation, or law enforcement agencies.**
- **People or organizations designated under component regulations or established administrative procedures to receive such communications**

Protected Communications Second Category

Protected only if they concern:

- **Violations of law or regulation (includes EO issues)**
- **Gross mismanagement**
- **Abuse of authority**
- **Gross waste of funds or resources**
- **Substantial danger to public health or safety**

Protected Communications

Protected communications may be:

- **Verbal, written, or electronic (Telephone, fax, E-mail)**
- **Made by third party**

Chain of Command communications may include:

- **Complaints made during commander's office hours or during use of open door policy**
- **Complaints made in public forum (Commander's Call)**

*Avoiding Allegations of Reprisal

- **NEVER RESTRICT COMMUNICATION WITH A MC OR AN IG.**
- **<u>ALWAYS</u> ENSURE DUE PROCESS IS FOLLOWED WHEN IMPOSING DISCLIPINE (Punitive or Non-Punitive).**
- **ALWAYS ADMINISTER PERSONNEL ACTION IAW REGULATIONS.**
- **IF THERE ARE ANY DOUBTS - CONSULT A JUDGE ADVOCATE (CYA=Call Your Attorney).**
- **ALSO TRUE OUTSIDE THE STATUTE.**

HOW TO KEEP THE IG AWAY

- **“THE CHAIN OF COMMAND WORKS, USE IT!”**
- **TIMELY PROCESSING OF ADMINISTRATIVE PAPERWORK**
- **WHEN IN DOUBT CONSULT THE REGULATIONS**
- ***BE SPECIFIC, FAIR, EQUITABLE, AND CONSISTANT***
- **CYA=Call Your Attorney**

QUESTIONS??